

# Aviation Talent Forecast

Soufiane El Quartassi  
Product Marketing Manager  
Market Strategy and Product Marketing, Civil Aviation

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**wats2024**  
ORLANDO

**CAE**

# Navigating the future of civil aviation's workforce

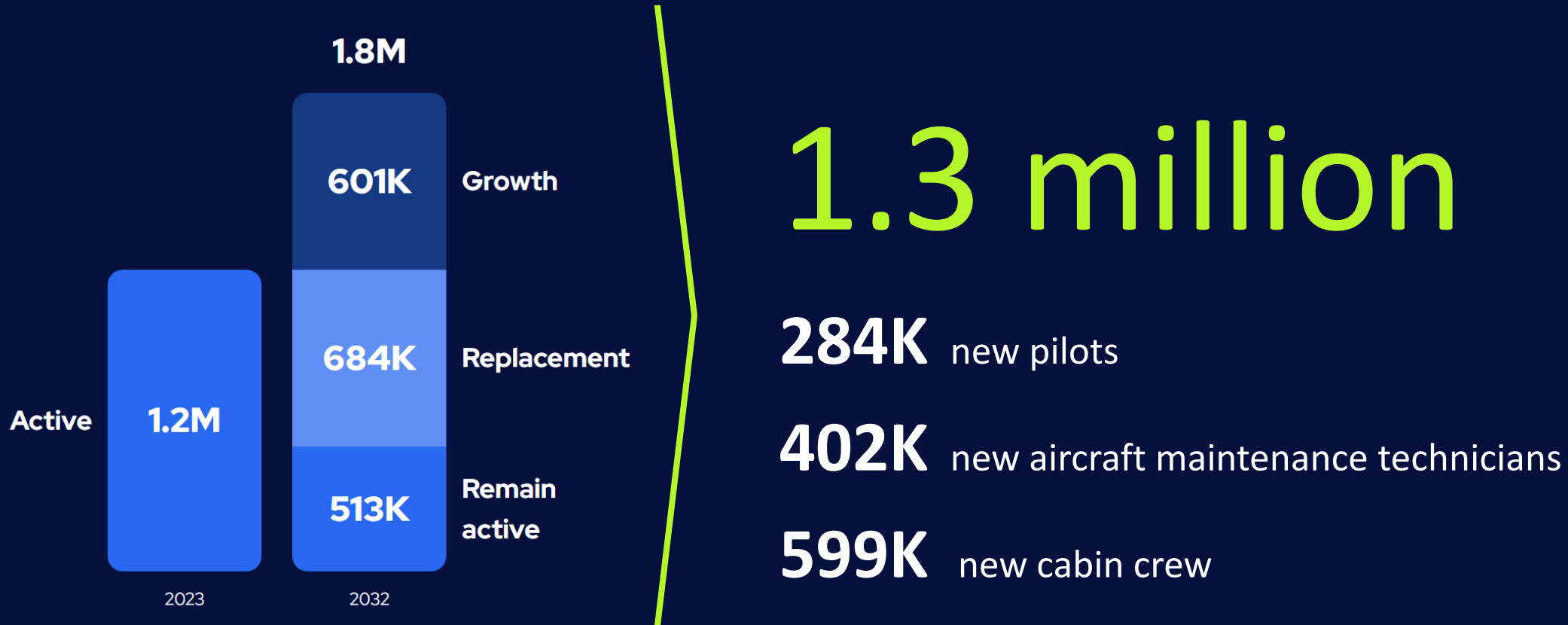
We are shining a spotlight on the demand for pilots, aircraft maintenance technicians, and cabin crew today – and in the years to come.

# 1.3 million

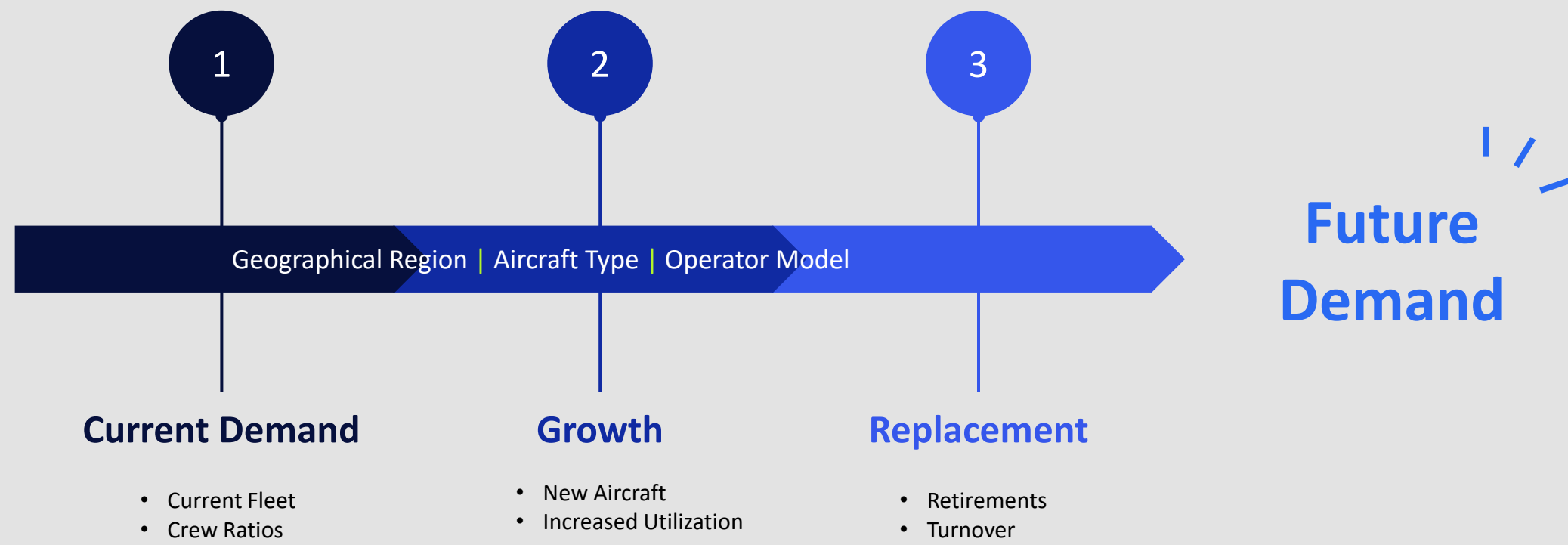
new civil aviation professionals  
needed over the next ten years

# Civil Aviation Talent Forecast

New civil aviation professionals needed over the next 10 years



# Methodology



Sources: CAE databases, Aviation Week, Cirium, FAA, Rolland Vincent associates

# Civil Aviation Talent Forecast

Chart figures  
in thousands

- Grow
- Replace
- Stay



Pilots



Cabin  
Crew

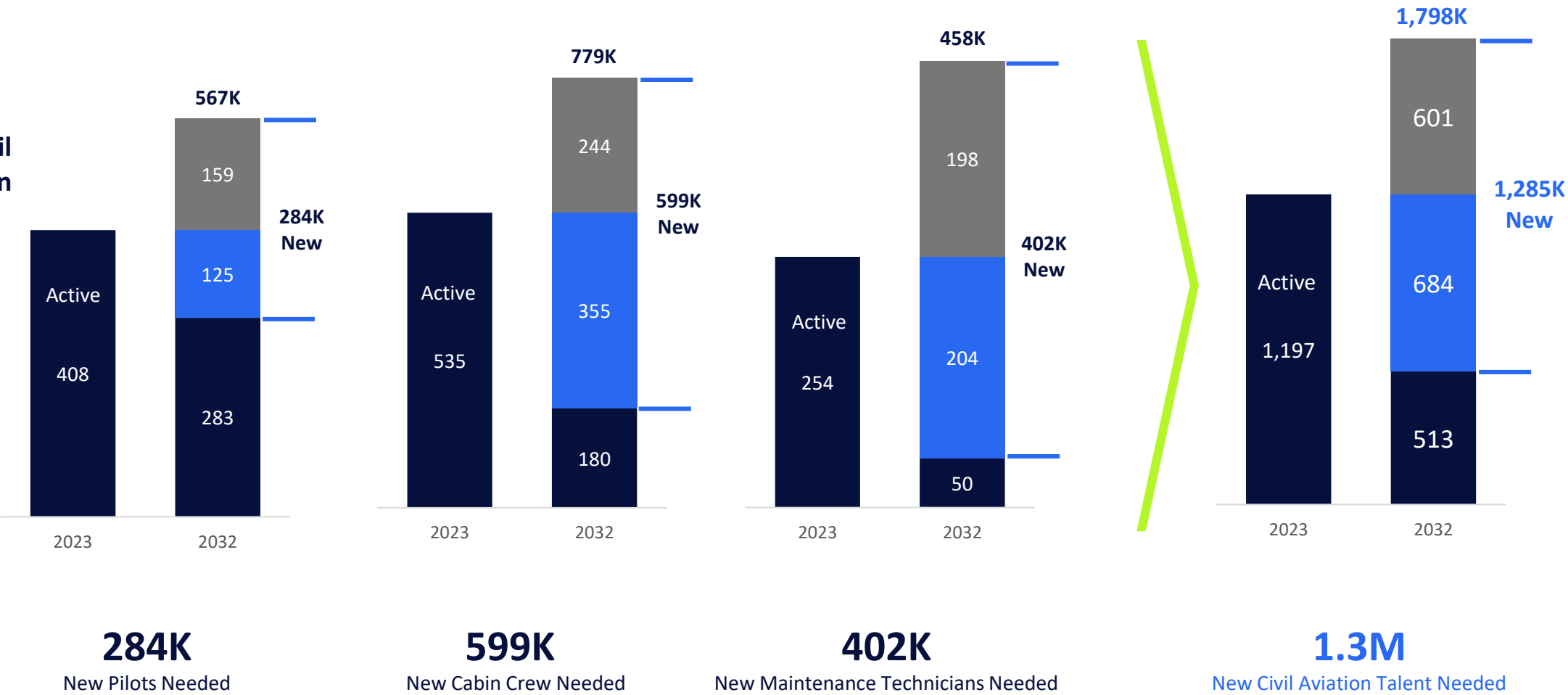


Maintenance  
Technicians

## Civil Aviation Talent



### Civil Aviation



# Civil Aviation Talent Forecast

New civil aviation professionals needed by region over the next 10 years



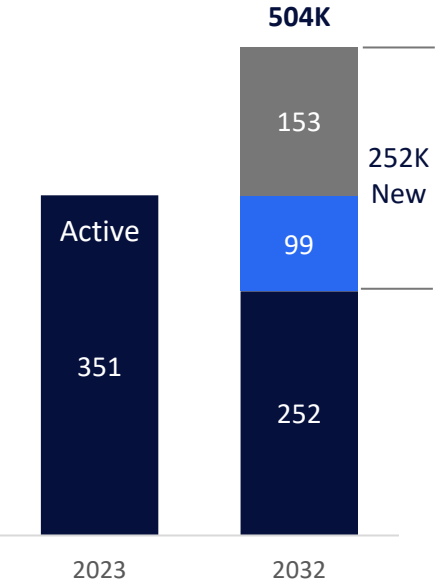
# Commercial Aviation Talent Forecast

Chart figures  
in thousands

- Grow
- Replace
- Stay



Pilots

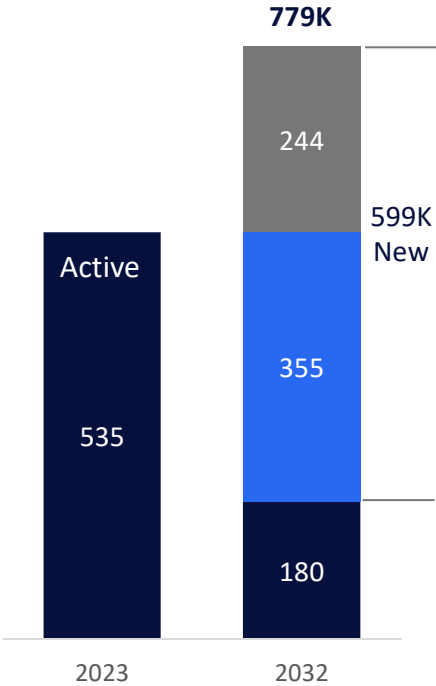


252K

New Pilots Needed



Cabin Crew

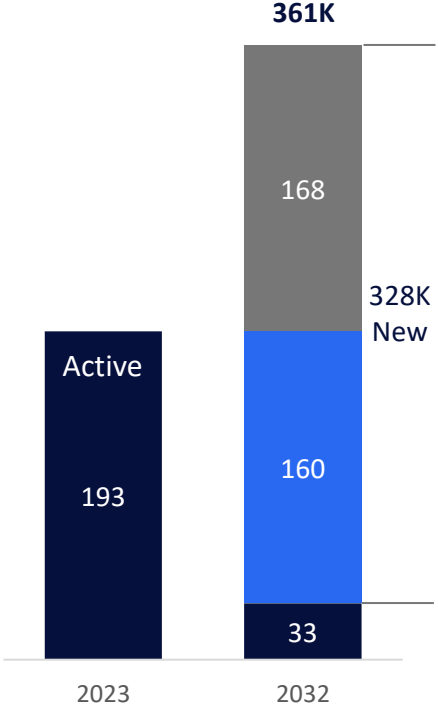


599K

New Cabin Crew Needed



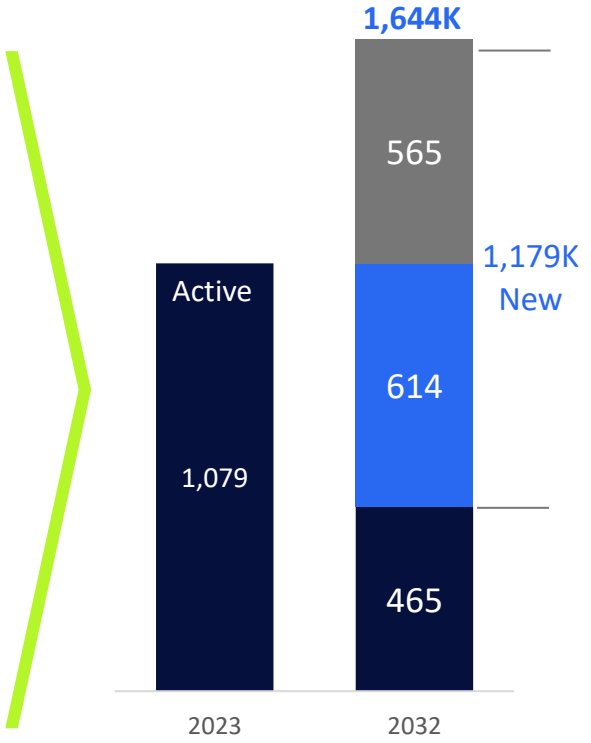
Maintenance Technicians



328K

New Maintenance Technicians Needed

## Commercial Aviation Talent



1.2M

New Commercial Aviation Talent Needed

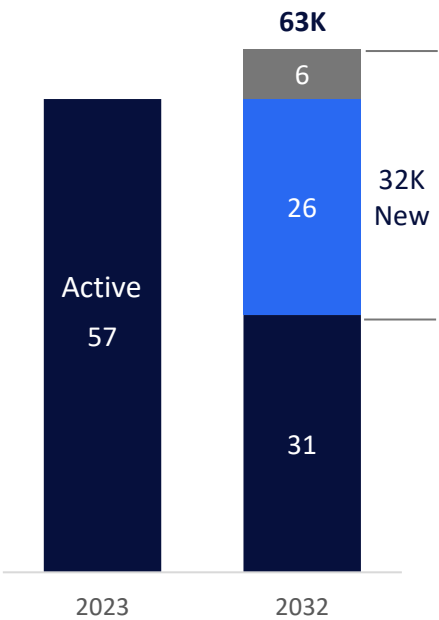
# Business Aviation Talent Forecast

Chart figures  
in thousands

- Grow
- Replace
- Stay



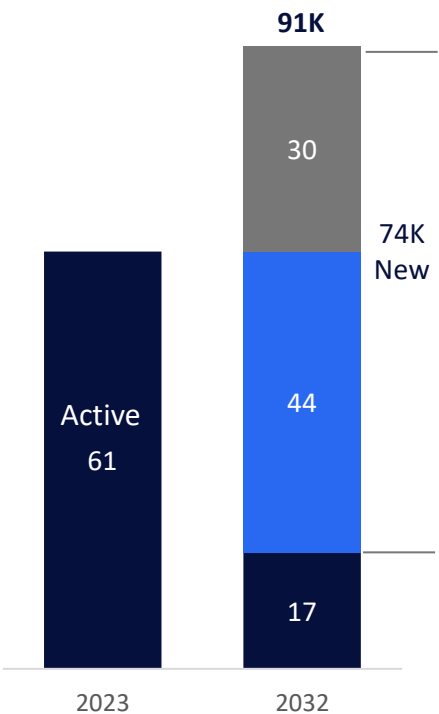
Pilots



**32K**  
New Pilots Needed

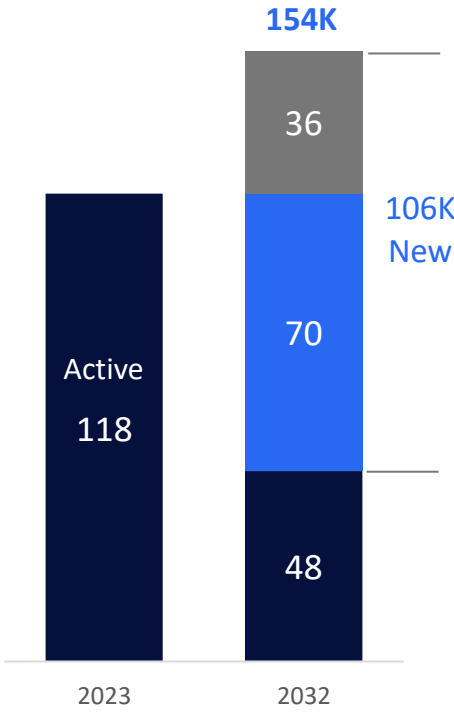


Maintenance Technicians



**74K**  
New Maintenance Technicians Needed

## Business Aviation Talent



**106k**  
New Business Aviation Talent Needed



# Pilot Forecast

284K

New pilots needed



Source: CAE analysis

# Cabin Crew Forecast 2023

599K

New Commercial Cabin Crew Needed



# Maintenance Technician Forecast

## 402K

### New aircraft maintenance technicians needed



# What can be done to supply the demand

01

Career Development  
Programs

02

Early Outreach and  
Education

03

Engaging Generation Z  
with Technology

04

Addressing Bias and  
Promoting Diversity

05

Dispelling Stigmas and  
Providing Information

06

Increasing Scholarships and  
Partnerships

07

Lowering Pilot Entry  
Costs

08

Versatile Aircraft  
Maintenance Workforce

09

Establishing Cadet  
Programs and Academies

10

Partnering with Training  
Organizations

# 1.3 million

new civil aviation professionals  
needed over the next ten years

**Scan** to access the  
complete report



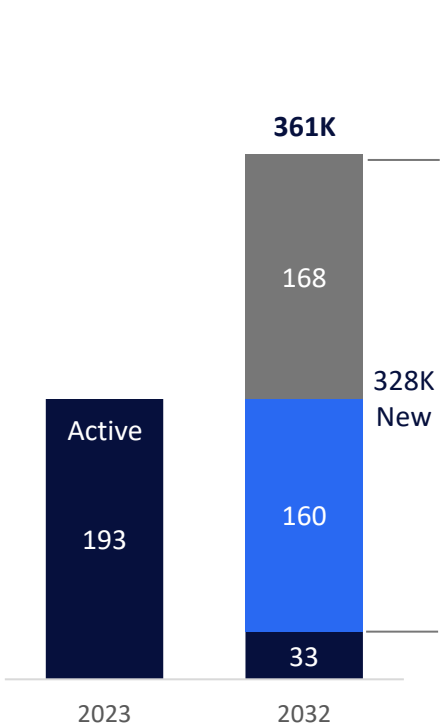
# Maintenance Technician Forecast

Chart figures  
in thousands

- Grow
- Replace
- Stay



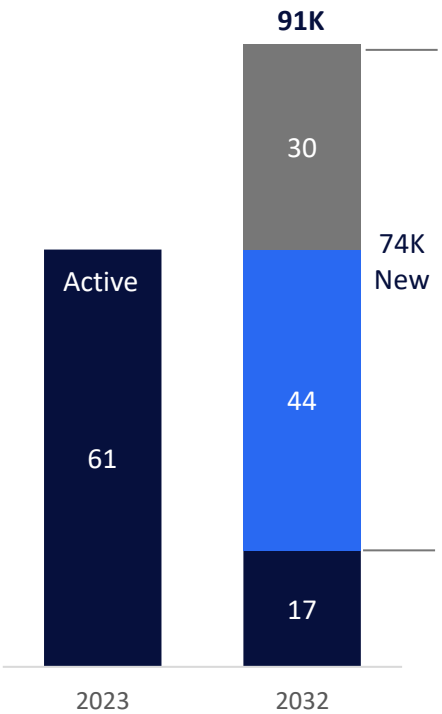
Commercial Maintenance Technicians



**328K**  
New Commercial Technicians Needed

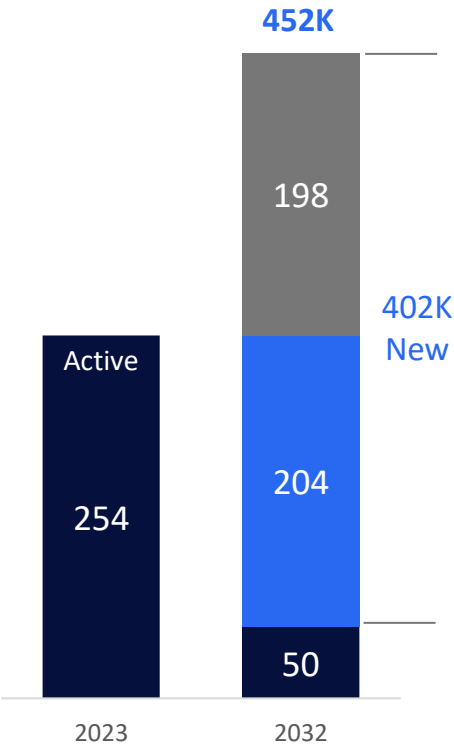


Business Aviation Maintenance Technicians



**74K**  
New Business Aviation Technicians Needed

## Maintenance Technicians



**402k**  
New Maintenance Technicians Needed